

COMMISSION NEWS

WEST VIRGINIA HUMAN RIGHTS COMMISSION

Governor's Annual

The 2016 Governor's Annual Civil Rights Day Awards Ceremony took place on Thursday, February 25, at the Beni Kedem Shrine Temple in Charleston, WV.

Among its honorees this year was the NASA Mathematician, Katherine Johnson, (*pictured top far right*) whose accuracy in math was so astute that the Astronauts, relied on her figures more than the computers.

The ceremony also honored the War heroines of World War II, Rosie Riveters, the women across America, who worked in shipyards, replacing the male workers who were in the military. Many of the Rosie's are still in existence today and help to keep the members of the organization encouraged and uplifted for the work that they did, by holding fund raisers and social events to give back to

the men in uniform even today.

The Chair of the Commission, Rev. Darrell Cummings and Governor Tomblin's representative, (*pictured below*) were on hand to open the festivities with the reading of the official Proclamation, proclaiming ...



Thursday, February 25, 2016 as Civil Rights Day in the mountain State.

Our appreciation goes out to Amanda Barren, of WSAZ-TV channel 3 and Cabinet Secretary Karen Bowling for

their participation in the ceremony as well.



Katherine Johnson



Margaret Pace & Bertha Curnutte



Honorees top/ Commissioners and Acting Director bottom



Honorees/ top, Jim Stowe, Amanda Barren, Karen Bowling & Brian Aluise, bottom



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Special points of interest: April is:

- Allergy Awareness Week- April 25-May1, 2016
- National Sarcoidosis Month
- Alcohol Awareness Month
- National Autism Month
- National Foot Health Month
- National Minority Health Month



WHAT'S IN A NAME??? —Pseudonym!

A **Pseudonym** or **Alias** is a name that a person or group assumes for a particular purpose, which can differ from his or her original or true name. Pseudonyms include stage names and user names (both called *screen names*), ring names, pen names, nicknames, aliases, superhero identities and code names, gamer identifications, and regnal names of emperors, popes, and other monarchs. Historically, they have often taken the form of anagrams, Graecisms, and Latinizations, although there are many other methods of choosing a pseudonym.

Pseudonyms are most usually adopted to hide an individual's real identity, as with writers' pen names, graffiti artists' tags, resistance fighters' or terrorists' and computer hackers' handles. Actors, musicians, and other performers sometimes use stage names, for example, to mask their ethnic backgrounds. In some cases, pseudonyms are adopted because they are part of a cultural or organizational tradition: for example devotional names used by members of some religious institutes, and "cadre names" used by Communist party leaders

such as Trotsky and Lenin. A pseudonym may also be used for personal reasons: for example, an individual may prefer to be called or known by a name that differs from their given or legal name, but is not ready to take the numerous steps to get their name legally changed; or an individual may simply feel that the context and content of an exchange offer no reason, legal or otherwise, to provide their given or legal name.

INSPIRATIONAL CORNER: Potatoes, Eggs, and Coffee Beans

*"Rain, Rain go away...
come again some other
day!"*



Once upon a time a daughter complained to her father that her life was miserable and that she didn't know how she was going to make it. She was tired of fighting and struggling all the time. It seemed just as one problem was solved, another one soon followed.

Her father, a chef, took her to the kitchen. He filled three pots with water and placed each on a high fire. Once the three pots began to boil, he placed potatoes in one pot, eggs in the second pot, and ground coffee beans in the third pot. He then let them sit and boil, without saying a word to his daughter. The daughter, moaned and impatiently waited, wondering what he was doing.

After twenty minutes he turned off the burners. He took the potatoes out of the pot and placed them in

a bowl. He pulled the eggs out and placed them in a bowl. He then ladled the coffee out and placed it in a cup. Turning to her he asked, "Daughter, what do you see?" "Potatoes, eggs, and coffee," she hastily replied. "Look closer," he said, "and touch the potatoes." She did and noted that they were soft.

He then asked her to take an egg and break it. After pulling off the shell, she observed the hard-boiled egg. Finally, he asked her to sip the coffee. Its rich aroma brought a smile to her face. "Father, what does all of this mean?" she asked. He then explained that the potatoes, the eggs and coffee beans had each faced the same adversity – the boiling water. However, each one reacted differently.

The potato went in strong, hard, and unrelenting, but in boiling water, it became soft and weak. The egg was fragile, with the thin outer shell protecting its liquid interior until it was put in the boiling water; then the inside of the egg became hard.

However, the ground coffee beans were unique. After they were exposed to the boiling water, they changed the water and created something new. "Which are you," he asked his daughter. "When adversity knocks on your door, how do you respond? Are you a potato, an egg, or a coffee bean?" **Moral:** In life, things happen around us, things happen to us, that often change us, but what truly matters is, will we allow what happens to us, cause us to be a part of the change we want to see taking place. **Which one are you?**

WHAT'S YOUR "BOILING POINT?"

Rev. Darrell Cummings, Commission Chair

If you're in the age bracket of 10 to 25, your anger susceptibility is at its lowest; if you're 40 to 60, your rage capacity is highest; if you're above 60, your disposition has begun to sweeten again. These are generalizations, of course, but they are based on scientific research.

Studies show that people most often lose their tempers just before mealtime. At home, mild marital spats are likely to break out before breakfast, while violent outbursts happen before dinner. If you are a chronic worrier, you probably fly off the handle easily, especially at home. That's because the physiological patterns of both anger and fear — the nervous impulses sent to the brain — are similar. What makes you hopping mad? One researcher showed that generally it's some form of frustration, resentment, or restraint that kindles your anger. It may simmer until something trivial makes you hit your boiling point.

The following letter was received by Columnist Ann Landers:

"Today I did something I feel lousy about. Please help me get over my shame. Here is what happened.

"As I tried to pull into a parking space in a neighborhood shopping center, another car swooped around me and took the space I was backing into. There was a brief, unpleasant exchange of words and I drove away and parked elsewhere."

"I was boiling inside and all sorts of schemes to get even raced through my head. I ruled out permanent damage such as dents and scratches. I considered alternatives, like toothpaste or shaving cream on the windshield, and decided not to waste \$3 on that miserable creature."

"I had almost talked myself out of trying to seek revenge when suddenly I was seized by an impulse to get rid of my anger by doing 'just a little damage.' I pulled a tube of orange lipstick out of my purse and smeared a wide, heaving streak across the side window of her car. "Now I feel ashamed of myself and want to do something nice.

Enclosed is a \$10 bill. Will you please send it to a place that really helps people? I realize the donation has nothing to do with the spiteful thing I did, but I'll feel better. Thanks."

Sometimes I'm asked why should we have a Black History Month? Why bring up the past? All it's going to do is make people angry that were oppressed and embarrassed by those who may be related to the oppressors.

The #1 reason that we bring it up, is because it is our true history. It's not just Black History, it's American History.

"Those who do not learn their history are doomed to repeat it."

It may be a different color, a different culture, a different religion, a different time, but the same old thing. Last it is our history that brought us to where we are right now. The good, the bad, and the ugly have made us who we are today, for better or worse.

According to the J. R. Clifford project, West Virginia has much to be proud of when it comes to African American History. It reports that when Weirton Steel first opened, African Americans were the mainstay of their workforce. In Huntington, WV is one of the few statues of the founder of Black History, Dr. Carter G. Woodson.

According to a personal source, Bishop Samuel Moore, Dr. Woodson began his academic career in West Virginia. His family came up from Virginia, and he attended Douglas High School, an African American School at the time.

He later attended Berea College in Berea, Kentucky, approximately 2 hours from Huntington. After graduating college he came back and taught at Douglas High School, ending his career there by being its Principal. Then he went on to Chicago, Ill., where he got his master's degree which was very rare in his day for an African American, then to Harvard University, where

he was not the first but one of the first to get his PhD.

W. E. B. DuBois is believed to be the first to earn a doctorate from Harvard.

He is the reason that February is Black History Month. Black History Month started as Negro History Week. Dr. Carter B. Woodson in 1926 began to ask people to celebrate the accomplishments of his people to give all races the knowledge of the importance of us all.

I wonder what Frederick Douglas, Booker T. Washington or Dr. Carter Woodson would have written about our day. We have come a long way, but we still have a long way to go. The past years have reminded us that there have been a lot of great women and men, both white and black, who have helped with the struggle of civil rights. Within the last few years we have lost Rosa Parks, Coretta Scott King and others. May we all remember that many great accomplishments were done by all races, genders, and religions. May we leave anger and revenge behind in the past and move to acts of charity to those who are in our present.

"We all need each other to make all of our lives better!"

"If you're 40 to 60, your anger capacity is highest;"



"The Month Of March! "

After the winter
Initiation of summer
A slight chilly morning
Cold at very night
Afternoon reminds of
scorching summer days
Blowing of hot winds
Dusty and dry environment
Outside the homes
Seems to be deserted sight
Its like the twigs of trees
Enjoy the season of spring
The season of happiness and joy
The season of emerging buds
The sweet scent of flowers
Aromatic fragrance of
A wetted clay pitcher
The very afternoon
The sun is over head
Cutting of wheat crops
Treasure to the farmers
The Indian festival of colors
Represent victory of good over
evil
The month of march and April
Lovely time to visit
India's Magnetic Land.

Larika Shakyawar



*April Showers, bring
May Flowers...*



I.

NATURE'S CHANGES.

THE springtime's pallid landscape
Will glow like bright bouquet,
Though drifted deep in parian
The village lies to-day.

The lilacs, bending many a year,
With purple load will hang ;
The bees will not forget the tune
Their old forefathers sang.

The rose will redden in the bog,
The aster on the hill
Her everlasting fashion set,
And covenant gentians fill,

Till summer folds her miracle
As women do their gown,
Or priests adjust the symbols
When sacrament is done.



ALL AROUND OUR TOWN



Luke Bryan, Country singer to visit Charleston, WV Thursday, April, 7, 2016, 7:00p. Tickets on sale now at the Charleston Civic Center ticket office. Bryan is an American singer and songwriter, writing songs for his longtime

friends from high school, performers Travis Tritt and Billy Corrington. Current album includes songs: "We Rode in Trucks", and "Country Man".

The Ringling Bros. & Barnum Circus is always a big hit here in Charleston and is returning, Friday, April 21, thru , Sunday 24th...with what they are calling the *Ringling Bros. and Barnum & Bailey Circus Xtreme* anyone who frequents this event, know that tickets go fast, so

if you're interested, contact the Civic Center box office right way: **304-345-1500**

Starting May 1, 2016, a new show has been added to the roster, "Where's Larry?" The Tenderloins, a New York-based comedy troupe, of truTV's hit series, *Impractical Jokers*, a mix of stand-up, never-before-seen hidden camera videos, stories, and insight that is sure to be loads of fun..

SAFE AT HOME PROJECT! --Heather Grogg

The Safe At Home Project was presented at the HR Forum at Shepherd University by Regional Director, Heather Grogg.

The West Virginia Department of Health and Human Resources, Bureau for Children and Families was awarded a Title IV-E Waiver to conduct a Demonstration Project in October 2014 by the United States Administration for Children and Families, Children's Bureau.

The waiver is being used to implement a child welfare reform project called Safe at Home West Virginia. The program is initially focusing on youth 12-17 years old in congregate care both in and out of state.

The Directors of the project believe that if targeted and comprehensive community services are provided

to wrap around youth and their families, "we can either reunify them or keep them out of care in the first place, and most importantly, keep youth in their communities."

With a goal of developing a model that can be replicated, Safe at Home West Virginia was launched in the 8 counties in BCF Region II (Boone, Cabell, Kanawha, Lincoln, Logan, Mason, Putnam and Wayne) and also in Berkeley, Jefferson, and Morgan Counties in Region III on October 1, 2016.

This effort requires youth-serving public and private organizations to partner, innovate, and develop a shared commitment to transform the way families are served.

Key partners include child welfare, the courts systems, schools, probation offices,

behavioral health, service providers, and others.

Through Safe at Home, West Virginia providers are able to serve families with more flexible, targeted, and individualized services and also more effectively engage public and private partners to better meet the needs of youth and families.

Safe at Home West Virginia also supports improved well-being, with a particular focus on developing youth into successful, productive citizens.

For more information on the project and for referral information:

Contact Us! Phone: 304-356-0628
Email: SafeatHome@wv.gov Online:
www.dhhr.wv.gov/bcf/Services/Pages/Safe-At-Home-West-Virginia.aspx



HUMAN RIGHTS FORUM SHEPHERD UNIVERSITY AUDITORIUM



The above participants conducted a Human Rights Forum, at Shepherd University on March 14-15, 2016; which was a great success. Even though attendance was a bit low, all of those who attended said they got a lot of information from each presentation that they felt was very helpful, not only for them, but for others who may not have had the opportunity to attend.

Natasha Abel, with EEOC and General Counsel, Cameron McKinney, provided the group

with an update on the Pregnant Workers Fairness Act and how EEOC enforces the rights of Pregnant workers. Heather Grogg, with DHHR gave a presentation on their "Safe At Home" project.

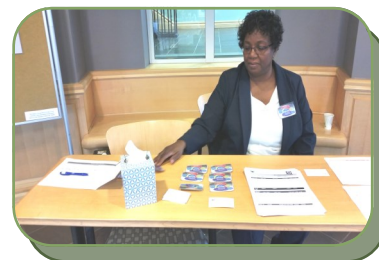
Roosevelt Bryant, Executive Director, with the Pittsburgh Area Office of EEOC, provided an overview of EEOC 's process with regards to the Employment Discrimination.

Cpl. Errol Randle with the CPD, gave a tremendous presentation on the Charleston

Police Departments, Community Policing Initiatives.

General Counsel McKinney also provided helpful updates on current Legislation which could have an effect on the WV Human Rights Act, if passed, i.e., SB-471 & 477—Equal Pay Act, to protect disclosure /discussion of pay & benefits; HB 4012—the Religious Freedom Restoration Act— which failed after amended.

The Forums are designed to provide outreach education about the Human Rights Commission to as many areas of the state as possible by bringing the Commission into an area that is accessible to as many individuals as possible at one time.



Registration opens at Forum



Natasha Abel, EEOC, Commissioner Lisa Younis, WVHRC, Roosevelt Bryant, EEOC

FOOD FOR THOUGHT! Saving on Grocery Purchases

Everyone would like to save money at the grocery store. Here are some tips to get you started.

Divide grocery money into equal weekly amounts. Try not to "borrow" from next week's allowance. This way money should last all month.

Watch for store newspaper ads and coupons. Take advantage of coupons and sale items, but be sure your family will use a "bargain." If they won't it's no saving.

Plan ahead. Plan ahead for the main foods you will cook for the next several days.

Are there items on sale this week that you can use?

Check how much storage space you have for groceries.

Do most of your shopping only once a week. You will save time and not spend as much money on "extras" you see as you shop. **Make a list and stick to it.** Don't be tempted to buy things you haven't planned on getting, unless you find less expensive substitutes for items on your list.

Shop by yourself.

Go without your friends, then you won't be led astray by anything they buy.

If possible, don't take children with you. Go when you aren't hungry. Shop on a full stomach or else everything will look inviting.

Compare brands. Look at the cost and the quantity. Usually the stores own brand is cheaper, but not always.

Compare different stores. Look at prices in several stores if you have a choice. If you find one store is generally less expensive, stick with it.

Compare forms of food. Buy a lower-cost form of the product if it will do as well.



Spend less, buy more!!



We are a neutral
agency

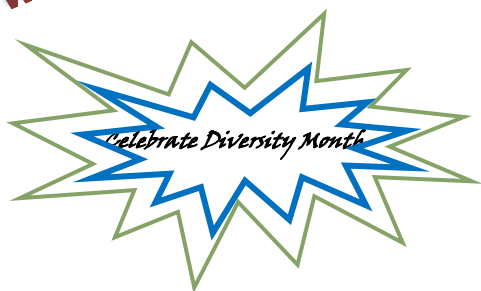
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April 2016



April Birthdays and West Virginia Proud....



Most of us know that Jesse Donald "Don" Knotts, a West Virginia Born actor who is most noted for his role as *Barney Fife* on the long running sitcom, "The Andy Griffith Show" and also appeared occasionally on another well known sitcom; "Three's Company", starring Joyce Dewitt, who by the way is also from West Virginia.

Joyce Ann Dewitt, was born April 23, 1949, in Wheeling, WV and grew up in Speedway, Indiana, a suburb of Indianapolis. She is of Italian descent on her mother's side, and Dutch from her father. She competed in speech and debate through the Indiana High School Forensic Association. After she received a bachelor's degree in theater from Ball State University, she moved to California to earn her master's degree from the University of California at Los Angeles and graduated in 1974.

Also representing West Virginia, in the entertainment business, was the deep voice of Theodore Crawford Ted Cassidy, who is best known for his role as "Lurch" of "The Adams Family." Jennifer Gardner, who recently starred in "Miracles From Heaven", Steve Harvey, Bishop T. D. Jakes, Kathy Mattea, and the list just keeps on growing as more light is shed on the talents of some of West Virginia's brightest.

Happy Birthday to Joyce Dewitt and all of our
Employees who celebrate an April Birthday!!

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 	2
3	4	5	6	7	8	9
10 	11	12	13	14	15 P IRS - Day	16
17	18	19	20	21	22	23
24	25	26	27 	28	29 P	30